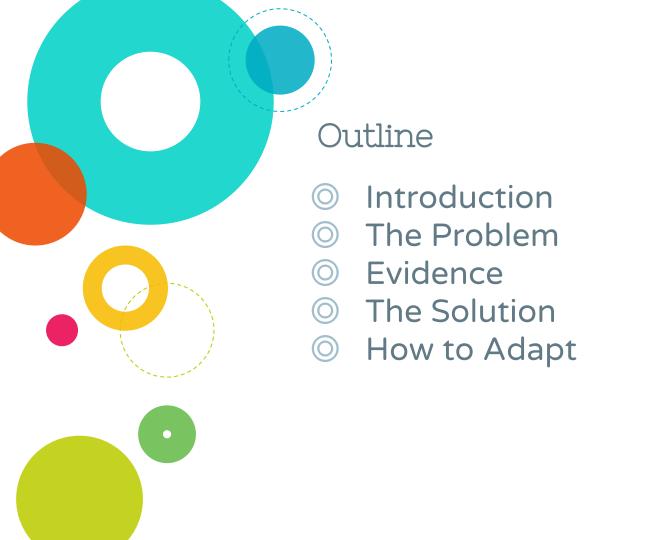


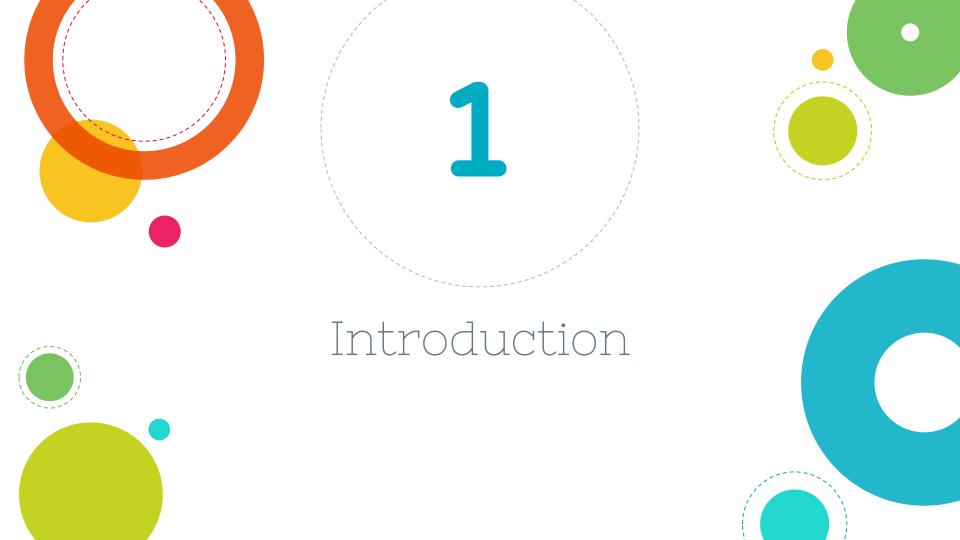


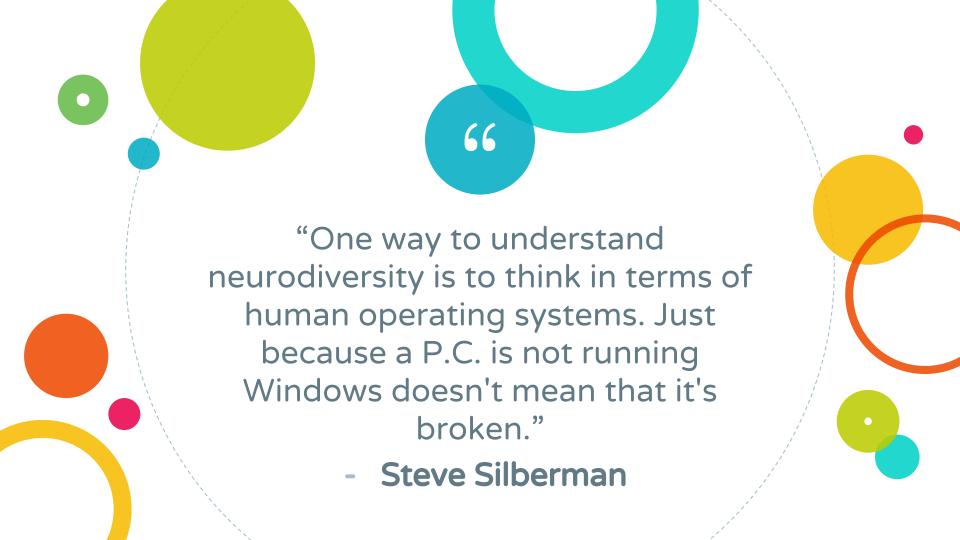
# Introduction Megan Roddie

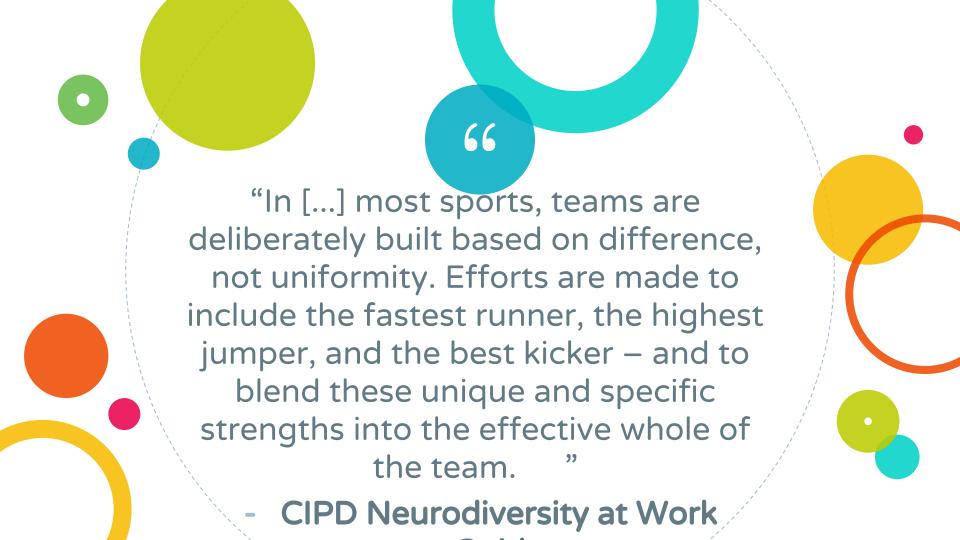
- O Education:
  - B.S. in Mathematics
  - M.S. in DF
  - GCIH, GCFA
- Work
  - Sr. Security Analyst at Recon InfoSec
- 21 years experience
- Has Asperger's Syndrome

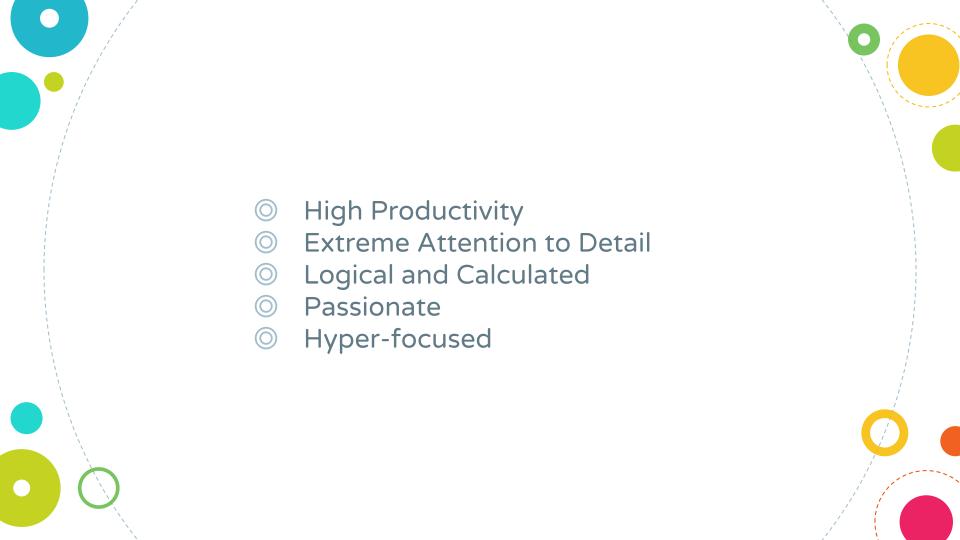




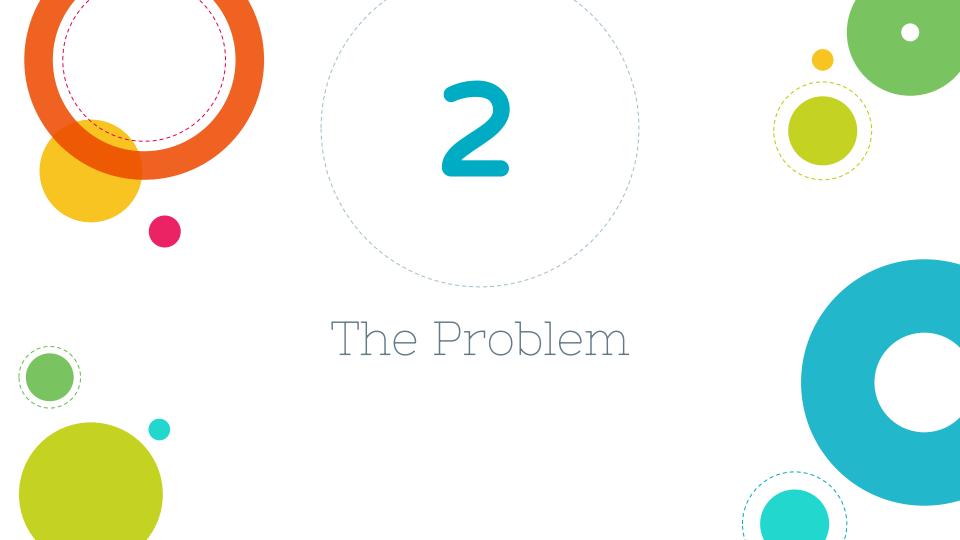








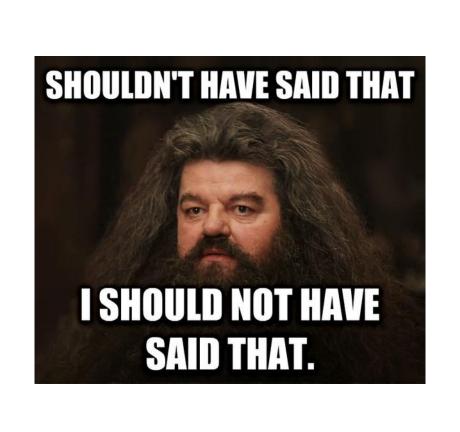






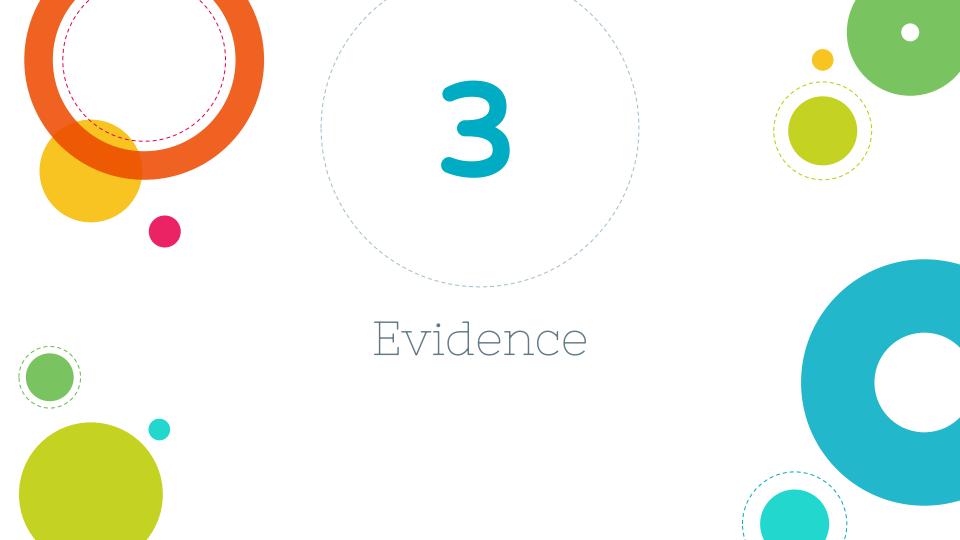










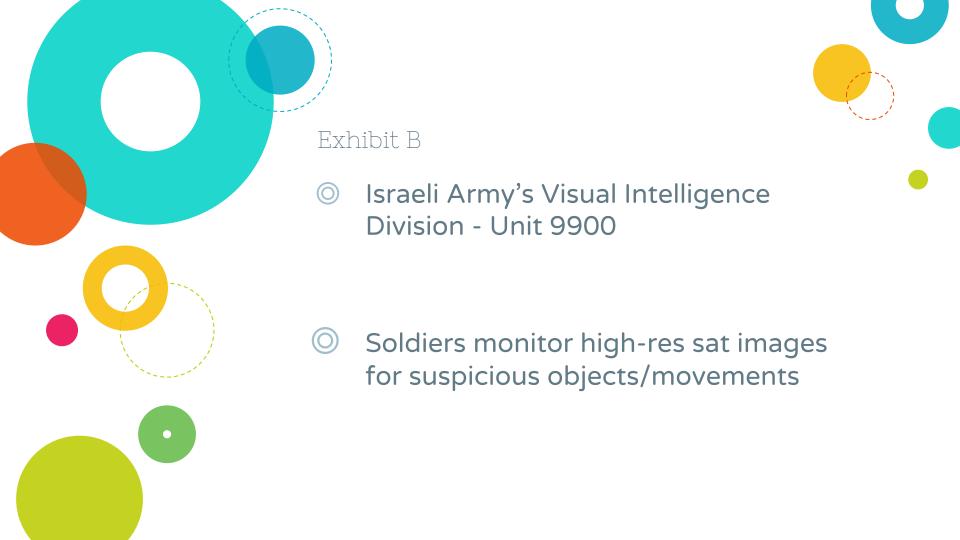


2017 Australian study (survey) of 59 employers regarding their employees on the autism spectrum:

- Above average performance: attention to detail, work quality and work ethic
- 32% of employers report new creative and different skills brought to the workplace
- 56% of employers report positive adaptations in work culture
- No significant additional costs to employers

via NIST's "Cybersecurity Careers for Autistic People" webinar





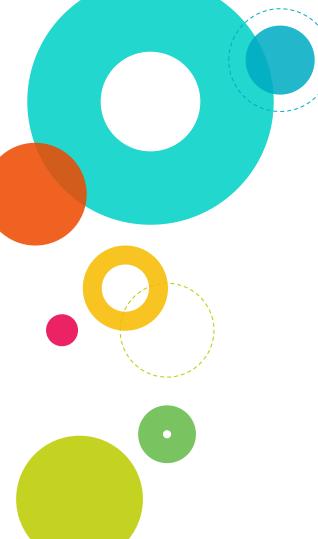


Exhibit C

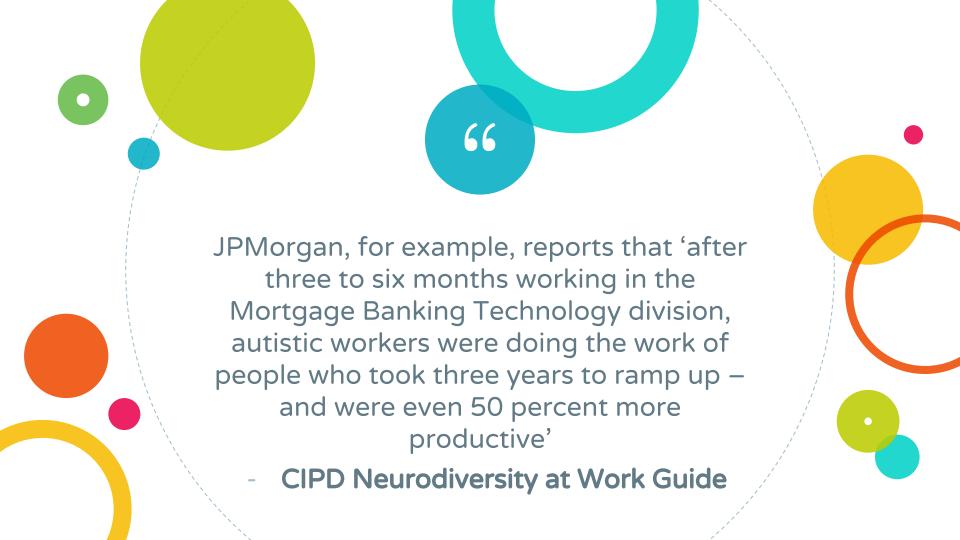
### **Aspertise**

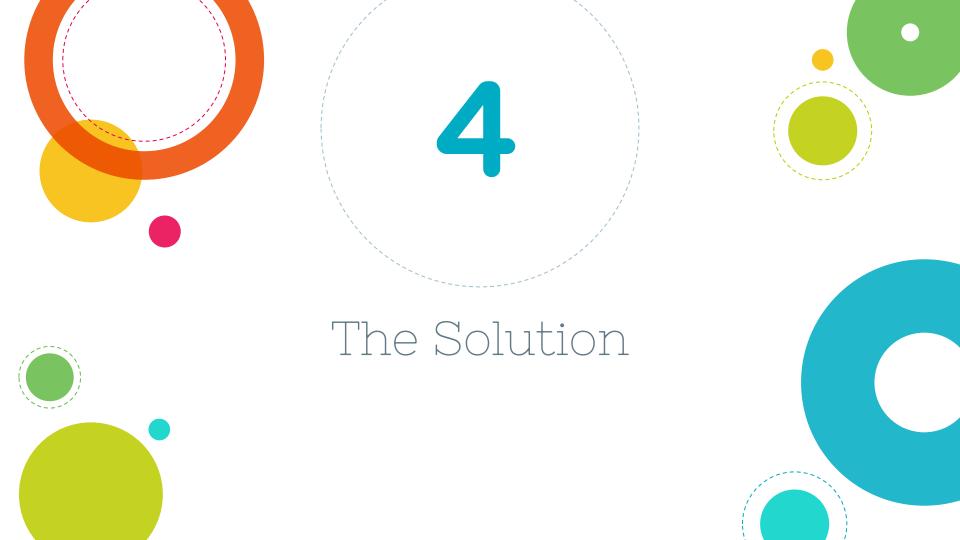
"For a different and innovative vision of IT, beyond the "traditional" perimeters, with very expert profiles and closer to the "machine"."



#### Exhibit C cont'd

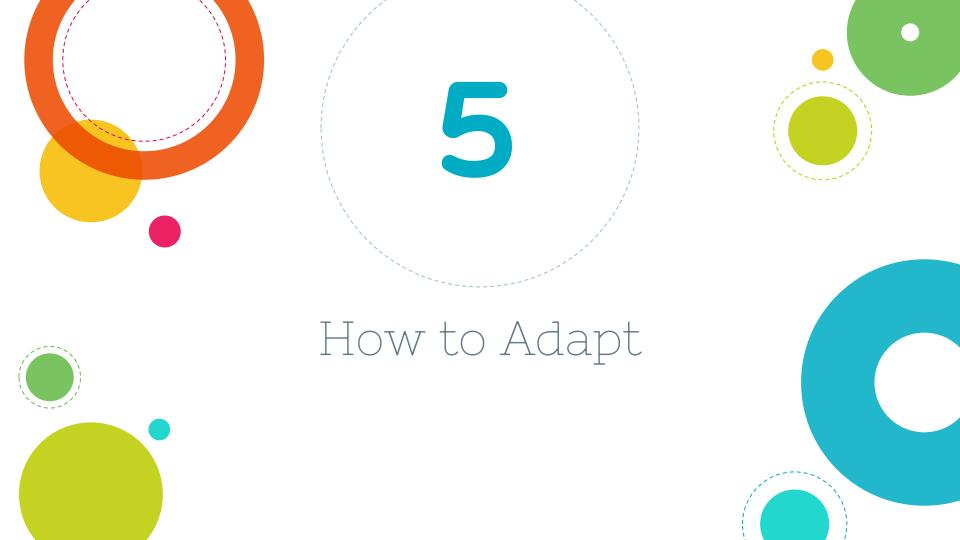
- Specialisterne
- nonPareil Institute
- Specialists Guild
- Semperical
- Auticon





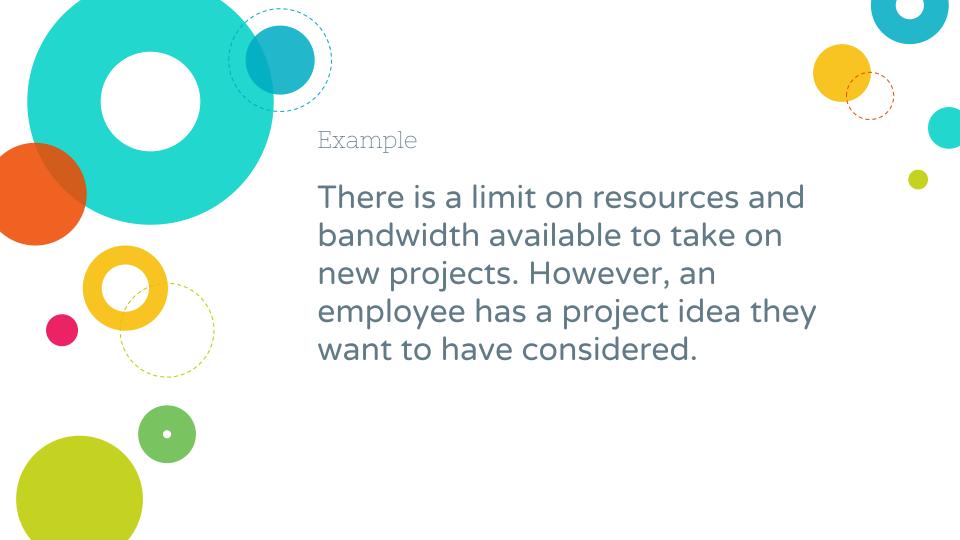
### The Solution

- Awareness
  - Look at the benefit they bring, not the challenges associated w/ their condition
- You will need to adapt for the employee
  - That is not a bad thing













### Response to a NT employee:

"Great idea, but let's re-approach that when we have more resources available. Remind me about it when we are less busy."

## Response to a HFA employee:

"Great idea, but let's re-approach that when we have more resources available. Remind me about it a couple weeks."





What HFA Employees Need

- Structure and Routine
- Clarity
- Patience and Understanding

What you get in return

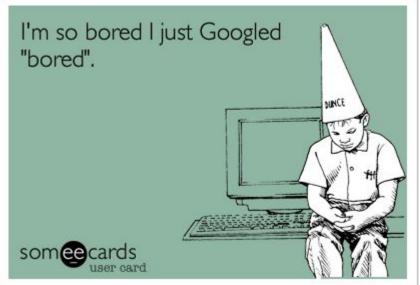


- Thorough Work
- Dedicated andPassionate Employee



- Routine/Structure is important
- Difficult in an IR environment





- O Get bored easily
- Take advantage of this!

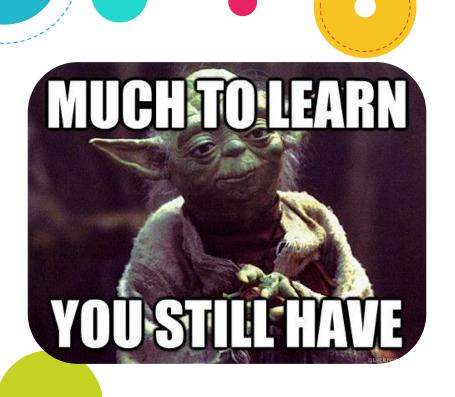


- Try to be as specific as possible w/ tasks
- As time progresses, help teach the employee how to enable themselves



Individual with HFA develop intense interests

Use this to your advantage



Be a mentor

